

Inspire Learning Academy

Executive Director / CEO

EIN 464376572

CA · NTEE B90

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Michelle Bigelow, Executive Director / CEO** (\$57,000) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 51st percentile of comparable organizations

within the typical range

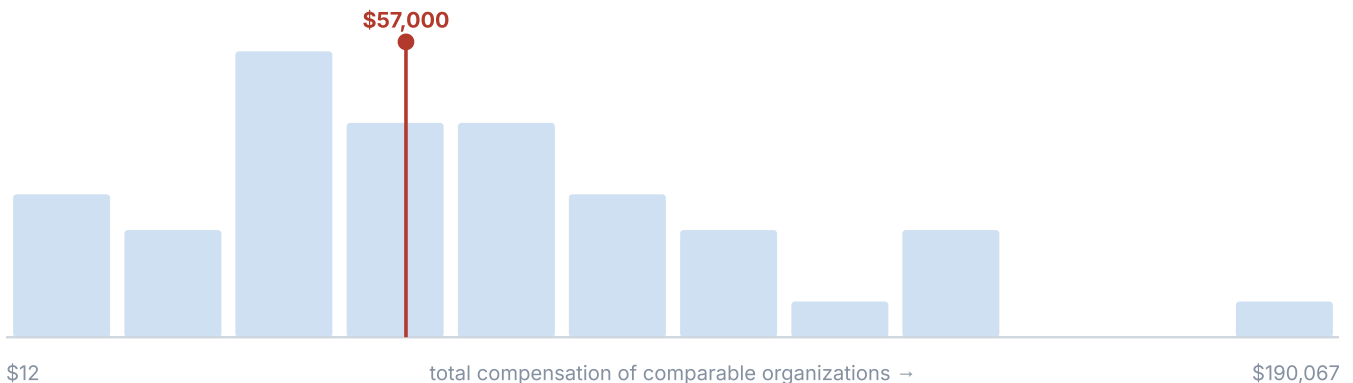
Benchmarked executive: Michelle Bigelow — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$167,881 and \$375,855 — 0.67x to 1.50x the subject's \$250,570 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90) + CA + budget 0.67–1.5x revenue.

39 organizations qualified on sector, size, and geography → **39** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,200	\$39,500	\$56,879	\$89,640	\$125,845	\$57,000
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to CA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tracy Chamber Of Commerce	CA	\$244,979	Ceo	\$78,900	\$81,230	2023
The Allyance Inc	CA	\$256,624	Director	\$12	\$12	2023
Courage Foundation	CA	\$261,475	Director Of Program Development/ Le	\$90,000	\$90,000	2024
Peacemakers Inc	CA	\$239,222	Founding Director	\$13,000	\$13,384	2023
Yamei Academy Of Excellence	CA	\$232,111	Ceo And Director	\$36,000	\$36,000	2024
Words In The Wild	CA	\$270,630	Executive Dir.	\$24,320	\$24,320	2024
Global Youth Leadership Center	CA	\$230,262	Founder	\$125,000	\$125,000	2024
Pomona Hope	CA	\$230,104	Executive Dir.	\$60,973	\$60,973	2024
Klee Ministry	CA	\$229,215	Chief Executive Officer	\$108,000	\$105,216	2025
Foundation For Santa Barbara High School	CA	\$276,838	Executive Director	\$50,592	\$50,592	2024
Pasadena Education Network	CA	\$223,742	Executive Director	\$77,899	\$77,899	2024
Your Own Greatness Affirmed Inc	CA	\$223,129	Executive Director	\$70,500	\$70,500	2024
National Veterans Transition	CA	\$282,384	President/executive Direct	\$37,500	\$37,500	2024
Doc Smith Legacy Foundation	CA	\$216,583	Board Director/executive Director	\$55,247	\$56,879	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Democrashe	CA	\$214,948	Executive Director	\$70,000	\$70,000	2024
Academy College Prep	CA	\$209,400	Technical Product Manager	\$129,180	\$132,996	2023
North County Philanthropy Council	CA	\$208,005	Past Managing Director	\$52,739	\$52,739	2024
Bridge Christian Academy	CA	\$207,544	President	\$15,000	\$15,000	2024
Altura Credit Union Foundation	CA	\$296,086	Ceo	\$40,924	\$42,133	2023
Family Child Care Providers Association Of San Francisco Inc	CA	\$202,970	Executive Director	\$45,637	\$46,985	2023
Love We Dont See	CA	\$200,612	Ceo	\$47,294	\$46,075	2025
Cead - Center For Education And Academic Development	CA	\$300,739	President	\$64,500	\$64,500	2024
The Kaleidoscope Institute	CA	\$301,635	Executive Dir.	\$100,733	\$103,708	2023
Advance	CA	\$199,291	Executive Dir.	\$39,000	\$39,000	2024
The Nctu Foundation	CA	\$305,834	Secretary	\$1,500	\$1,500	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to CA cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

■ Sample, role match & sensitivity

PEER COUNT **39** organizations. Compensation range \$12–\$190,067; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$250,570); for reference, expenses \$209,316 and assets \$63,703.
ROLE MATCH	Michelle Bigelow, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	51 st
Total compensation (D + F), as reported (no adjustments)	49 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	46 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness • 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Michelle Bigelow) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 39 similarly situated organizations (Same NTEE sector (B90) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,000 is reasonable (approximately the 51st percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.